

Policy No: ESG-101
Subject: Human Rights Policy

Original Date: February 2025
Effective Date: March 28, 2025

Scope: All employees of Matthews International Corporation, including all subsidiaries and affiliates.

MATTHEWS INTERNATIONAL CORPORATION HUMAN RIGHTS POLICY

Purpose and Scope

Respect for human rights is a fundamental value of our relationships with employees, suppliers, customers, and communities in which Matthews International Corporation (“**Matthews**” and/or the “**Company**”) operates. We are committed to upholding and protecting the fundamental human rights of all individuals, including men, women, minority groups, Indigenous peoples, persons with disabilities, and other marginalized communities, across all our operations. This commitment is grounded in international human rights principles that independent organizations have proposed, such as the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, Ten Principles of the United Nations Global Compact, Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, as well as all applicable laws of the jurisdictions where we operate.

The Company ensures employees are aware of this Policy through training and an annual certification process. The Company also expects vendors and suppliers to honor and support these principles and we urge them to adopt similar policies within their own businesses.

Policy

Human Rights in our direct and indirect actions takes many forms. Among the broader human rights issues we identified, we focus on the human rights areas that are most salient to our business:

Non-discrimination

We are committed to equal opportunity and are intolerant of discrimination, harassment, and retaliation. Since our formation in 1850, Matthews remains committed to protecting the rights of all employees and maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

Child Labor, Forced Labor, and Human Trafficking

We prohibit the use of all forms of forced labor, including child labor, prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Matthews upholds accountability standards and procedures for employees and suppliers who fail to meet these requirements.

[Modern Slavery Statement](#)

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Freedom of Association and Collective Bargaining

Using the International Labour Organization conventions 87 and 98 on labor rights as a benchmark, Matthews respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

Environmental, Health, and Safety

Matthews International values the health and safety of our employees, contractors, visitors, and the communities in which we operate. The Environmental, Health, and Safety policy applies to all global Matthews International locations, operations, employees, vendors, and contractors working on behalf of Matthews.

[Environmental, Health, and Safety Policy](#)

Workplace Security

Matthews is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Fair Wages

Our competitive compensation reflects our practice of establishing salary ranges based on actual pay data from benchmark peer companies. We make every effort to exceed the legal minimum wage and provide a living wage, giving workers remuneration which satisfies their basic needs and the needs of their dependents.

Working Hours

The Company complies with all applicable laws relating to overtime and breaks across operations globally. At a minimum, suppliers will provide at least one day off in every seven-day period, except as required to meet urgent business needs.

Community and Stakeholder Engagement

We recognize that we are and have become an integral part of the communities in which we operate. Accordingly, we endeavor to engage with communities on matters that are important to them. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business.

Indigenous Peoples' Rights

The Company recognizes the diversity of Indigenous peoples and the important interests that they have in the land, water, and environment as well as their history, culture, and traditional ways. Wherever we operate, we engage with communities and seek to understand the

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implications of our activities.

Reporting and Grievance Mechanisms

Matthews encourages any party to report situations in actions taken are inconsistent with the principles set forth in this policy. Suspected violations can be reported by anyone to supervisors, human resources, and/or Matthews' Ethics Reporting System (www.matw-ethics.com).

Matthews' Human Rights Policy is overseen by the Board of Directors of the Company, as well as the President & Chief Executive Officer.